

AFTER-WORDS

A NEWSLETTER FOR THE RETIREES OF THE
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT

VOLUME XLI, ISSUE 1

WWW.DEANZA.EDU/FODARA

SEPTEMBER 2019



June Picnic Recap: We had a fun-filled, relaxing picnic at Cuesta Park in Mountain View. It was perfect weather to reconnect with old friends and greet four new retirees, and we all had a great time (see photos p. 13). David “Obie” Obenour, our menu planner, was assisted by Bob Muzzuca in serving up delicious food: Tony & Alba’s pasta, salad, Italian-style chicken, and focaccia along with beers, wine, and sodas. A big *thank you* to them and all volunteers for making this a successful event. Save June 11—the date for the 2020 picnic; we’ll be looking for a new theme and menu, so please email me your ideas, and invite all your FHDA retiree friends. I hope to see more folks next year, the more the merrier!

—*Mike Paccione*



August BBQ & Baseball Recap: Saturday afternoon and evening August 10, a group of us from FODARA attended the San Jose Giants (renamed the San Jose Churros for this game) minor league baseball game. As we entered Excite Ballpark (renamed from the San Jose Municipal Stadium), we were treated to a Plush Doll (churro) giveaway and informed the other major promotion for the game was Hispanic Heritage Night. Our group made our way

(continued on p.14)

Save these Dates: Mark Your Calendar Now!



October 24 Pizza “Thing”: At this annual social event, you can catch up with friends, some sure to be dressed in fun Halloween costumes, and probably win one of the many “valuable” door prizes. Our private dining room at Tony and Albas will be custom-decorated, and, for a mere \$12, you’ll get your choice of several pizzas, an Italian garden salad, focaccia bread, and soft drinks—wine and beer can be purchased at the bar. To reserve a spot, mail in your reservation form (p.15) by October 19!



December 13 Holiday Luncheon: Details and a reservation form will be in the November *After-Words*.



New Social Event: January 11, 2020, Minor League Hockey Game—San Jose Barracuda vs Stockton Heat at San Jose SAP Center. Details and a reservation form will be in the November *After-Words*.

FODARA BOARD OF DIRECTORS 2019-20

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FODARA EVENT CALENDAR 2019-20

Oct 24	Thurs	Pizza "Thing"	3:00 pm	Tony and Alba's, San Jose	Open to All
Nov 05	Tues	Board Meeting	10:30 am	FH Toyon Room (2020)	Open to All
Dec 13	Fri	Holiday Lunch	11:30 am	DAC Campus Center	Open to All
Jan 07	Tues	Board Meeting	10:30 am	Cindy's House	Open to All
Jan 11	Sat	Hockey Game	1:15 pm	San Jose SAP Center	Open to All
Mar 03	Tues	Board Meeting	10:30 am	FH Toyon Room (2020)	Open to All
Apr TBA	TBA	Wine Tasting	TBA	Cooper-Garrod Vineyards	Open to All
May 05	Tues	Board Meeting	10:30 am	FH Toyon Room (2020)	Open to All
June 11	Thurs	Summer Picnic	TBA	Cuesta Park, Mt. View	Open to All
Aug TBA	TBA	Baseball & BBQ	TBA	Excite Ballpark, San Jose	Open to All

FODARA COMMITTEES 2019-20

District Benefits	Tom Strand, strandtom@fhda.edu
	Faith Milonas, milonasfaith@fhda.edu
After-Words Email	Cindy Castillo, cindycastillo@comcast.net
After-Words Paper Mailing	Janice Carr, janicecarr@pacbell.net
Scholarships	Mike Brandy, brandymike@gmail.com
Social Events	Need two volunteers

HEALTH CARE BENEFITS UPDATE

*Open Enrollment begins September 9 and ends October 4; coverage begins January 1 and ends December 31, 2020. Retirees eligible for FHDA health benefits should have received an informational packet from CalPERS in late summer. **REMINDER: FHDA contribution rates are negotiated so differ from the CalPERS plan rates listed in the informational packet and online—2020 FHDA contribution rates remain the same as in 2019.** For those not making any changes to health coverage, current benefit options automatically roll over.*

Following is a summary of the May and June JLMBC meetings.

1. CalPERS Plans Rates

- ❖ Lockton's May preliminary figures for the District's overall costs of the 2020 CalPERS plan rates showed an increase compared to 2019: Active FT Employees/non-Medicare Retirees were up 1.3 percent and Retirees on Medicare rose .6 percent. However, the June final numbers showed a slight *decrease*: Active Employees/Non-Medicare Retirees went down 0.1 percent and Retirees on Medicare fell 0.2 percent. Given this good news, contribution rates were not discussed and will remain the same for Plan Year 2020.
- ❖ For part-time faculty, the 2020 Plan Year Rate for Kaiser remains the same, but PERS Select and PERS Choice will decrease slightly because the overall cost of this program is down 0.1 percent from 2019.

2. Enrollment Drop 2018-2019

Lockton reported the decrease from 2018 to 2019 of 78 Active FT Employees/non-Medicare Retirees enrolled in FHDA health plans was due to increased numbers of retirees and waivers to District health coverage; specific figures will be presented at a future JLMBC meeting.

3. CalPERS Plans

- ❖ CalPERS contributed \$44M out of its reserves of \$80M to supplement the PERS Care PPO, which continues to increase in cost out of proportion to the other PERS PPOs. A CalPERS team will review this plan next year and formulate recommendations for the CalPERS Board to consider.
- ❖ A new plan, TriCare, will be offered in 2020 in several counties but not in the Bay Area. Lockton was asked to provide a list of all Plan options available through CalPERS, including those outside of the Bay Area; this list will be published in a future issue of *After-Words*.

4. Bridge to Medicare Program for Post-97 Retirees

- ❖ Members discussed the Bridge Program costs paid to post-97 retirees. For Plan Year 2020, the total cost will be \$67,200 (\$400/\$800 per month for single/multiple). Currently there are only nine post-97 retirees in this category, but the numbers are expected to increase. The question of whether the cost to the District should be taken out of the Rate Stabilization Fund (RSF), which currently contains \$8.32M, will be referred to negotiations.

- ❖ Since the Bridge Program does not include Dental/Vision coverage, the District proposed, and JLMBC agreed, to offer these two benefits to post-97 Bridge Program Retirees at their own cost.

5. Student Loan Refinance Program for Active Employees (Sofi).

Members agreed the benefits of Sofi were insufficient incentive for the District to offer the program and, since Sofi is not planning to increase its discount percentages, the program will not be offered.

6. Administrative Fees

As previously requested, Lockton provided a breakdown of the annual administrative costs related to health benefits: CalPERS \$70K, Secova \$246K, Keenan \$194K, Lockton \$100K (total \$610K).

7. Rate Stabilization Fund (RSF) Update

At the June meeting, Lockton presented a projected balance for the 2019 RSF of \$6,795,062 but estimated it would rise to \$7.2-\$7.5M once actual numbers become available. When the union representatives met separately, they agreed with the District that it will contribute a one-time allocation to the fund of \$1,000,000 plus an additional one-time allocation of \$1,000,000 to the RSF if the State Budget for fiscal year 2019-20 includes a fourth year of "Hold Harmless" funding through 2021-22.

8. Long Term Care Insurance for Active Employees

This fall, the District will offer a voluntary Long Term Care Program to active employees. Educational meetings will be held early in Fall Quarter and enrollment will occur in November.

—*Faith Milonas, Tom Strand*

FODARA Benefits Representatives

MilonasFaith@fhda.edu, StrandTom@fhda.edu

Benefits Fair for the 2020 Plan Year			
event	date	time	location
Open to all benefits-eligible active employees, PT faculty, retirees, survivors, COBRA enrollees.	Friday Sept 20, 2019	12:00-2:00 pm	De Anza Campus Center, conference rooms A&B
	Friday Sept 27, 2019	12:00-2:00 pm	Foothill Hearthsides Lounge

Retirees on Medicare also covered by the District's Anthem Blue Cross (ABC) **supplemental** insurance may have recently received a letter from ABC stating that, as of September 1, 2019, Stanford Hospital is no longer a participating provider, i.e., "in-network." However, though the letter does not mention types of ABC coverage, this change applies only to those for whom ABC is their **primary** (basic) insurance. Call ABC's member services with any questions: 877.737.7776.

Another CalSTRS Pension Update

For well over thirty years, FHDA and the State Teachers Retirement System (STRS) have agreed on how pension amounts are calculated. The two primary factors are the STRS years of service and either the highest single year salary or the average of the three highest years. Additionally, unused sick leave can be converted to extra years of service, and Professional Achievement Awards (PAA) increase the total salary amount for faculty who receive them.



But every decade or so, CalSTRS raises questions regarding these additional factors. Last year some categories of sick leave had to be re-calculated and re-reported, and early this year CalSTRS began to scrutinize PAA for these reasons:

- In January 1, 2015, when CalSTRS' new "Credible Compensation" rules took effect, certain previously acceptable forms of remuneration in addition to salary were rejected as credible compensation—e.g., transportation allowances and cash payments in lieu of fringe benefits—and thus would no longer be used in the calculation of pensions.
- In re-examining our *Article 38 Professional Achievement Award*, though unchanged and unquestioned for over 20 years, CalSTRS concluded the words "professional judgment" in 38.1 signaled PAA didn't qualify as credible compensation.

After months of back-and-forth communications, the matter is now resolved. FA submitted data substantiating that PAA is not awarded subjectively—it is denied only if the required criteria aren't met—and in the next *Agreement* the *Article 38.1* sentence in question will be revised to clarify the procedure.

Though CalSTRS has reaffirmed PAA amounts are indeed correctly included in pension calculations, retroactive to January 1, 2015, PAA amounts are to be re-categorized as "remuneration in addition to salary." For faculty who retired on/after this date, the District must resubmit to CalSTRS payroll information with PAA amounts listed separately under the new label. This revised reporting will not affect pension amounts, except *possibly* in a complex and rare circumstance; however, though neither CalSTRS nor FA could think of one example in which a previously determined pension amount *could* be affected by detaching PAA from salary, CalSTRS would not definitively say no adjustments will occur.

Over the next several months, if any retirees receive a letter from CalSTRS regarding this matter, they are advised to call the FA office for clarification and assistance (650.949.7544). For faculty who retired prior to January 1, 2015, the new CalSTRS regulations do not apply.

Can You Hear Me **NOW**?

Many of us begin to get “hard of hearing” as we age. We first fail to hear the higher frequencies, so consonants are difficult to distinguish, e.g., the words “kind” and “time” sound the same while vowels and low tones are usually okay. I have a choir director who talks very fast. I *hear* his voice just fine, but I can’t *understand* much of what he says. I need a space between his rapid words to process what I hear.



The hardest hearing situations are loud noisy environments like restaurants, the dialog in movies, etc. I have a serious hearing loss and have been wearing hearing aids over 35 years. I can’t hear the doorbell or the telephone without them, and aids help me when I am talking or listening to one or two people and facing them. Though hearing aids help, I am still frustrated in noisy situations, with car noise, listening to heavily accented dialog, e.g., the British on TV, and distinguishing where a voice is coming from.

The first commercially manufactured hearing aids came to market around 1920. They were large, mostly non-portable, and used vacuum tubes to turn speech into electric signals that could be amplified. Today, most hearing aids digitize the sound and then employ high-speed processors and microcomputers to customize the signal to the individual ear. There is a plethora of different hearing aids and manufacturers at many different prices—from a few hundred dollars for the cheap ones advertised in magazines to the latest ones with all the bells and whistles that retail for over \$3,000 *each*. The district medical plan will reimburse you \$1000 every 2 years for your aids. People who start with one aid usually go to two aids, and I would suggest starting with two. I also advise going to a licensed specialist qualified to test your hearing as well as supply and adjust hearing aids. A specialist will make an audiogram of your hearing and use it to customize the aids you buy. A California law says you have 30 days to decide if you want to keep the aids. If you decide to return them, you get your money back though some places may keep around \$100 for creating the ear molds.

Since 1984, I have been to over half a dozen different hearing aid specialists in the valley in addition to Costco. I have never been 100% happy with any of the specialists. Although their hearing aids and service are good, the “specialists” prices are double what you pay at Costco, but I am not 100% happy with their aids either. Though I wish otherwise, I get no compensation from Costco for this recommendation—I simply want to pass on a good deal. Costco hearing employees get no commission for selling you the aid. They tack on a 15-20% charge onto what they pay for the aid and pass on that savings to you. Costco sells top-of-the-line aids—a pair runs about \$3,000—but not all stores have hearing centers. Those that do have a cubicle to sit in for testing and adjusting. The surroundings are not as elegant as a specialist’s waiting room with a free cup of coffee, but, at Costco, you can come in as many times as you want, and they clean your hearing aids for free.

All hearing aids need to be programmed to your specific hearing loss and to your likes and dislikes. This takes some time and usually more than one visit; plan on seeing your specialist as many times as it takes to get it right. Because of these many visits, your relationship to the specialist is very important. *You* have to communicate your problems very specifically and *they* have to understand what you are saying plus have the knowledge and computer skills to program the aids properly. If you have problems hearing and have never tried hearing aids, you owe it, not only to yourself, but also to those around you to give them a try. You don’t know what you are missing!

—Ed Burling



If a recent retiree, you might not be familiar with what FODARA does and the perks of membership. To join, simply email Cindy Castillo (cindycastillo@comcast.net) and say “sign me up!” FODARA’s primary goal is keeping retirees informed and engaged with these benefits and resources:

- **After-Words**, FODARA’S online newsletter published five times a year, informs retirees on social events and benefits updates from FHDA/CaISTRs/CaLPERS plus includes articles of interest.
- Two FODARA **representatives** at the district’s Joint Labor Management Benefits Committee (JLMBC) advocate for all retirees (pre- and post-97)—classified, administrators, faculty; summaries of JLMBC discussions and decisions are published in the newsletter.
- FODARA’s **five social events** per year give retirees an opportunity to reconnect and catch up with former colleagues: a spring wine tasting, a summer picnic, a summer BBQ and baseball game, a fall pizza party, and a holiday luncheon. Retirees can also keep in touch with friends and post or “like” photos on the FODARA **Facebook** page.
- **Student Scholarships** provide retirees an opportunity to support FHDA students; four are awarded each year via FODARA member contributions and the winners are showcased in the newsletter.
- A **Retiree Gold Card**, created by FODARA to replace the employee ID, offers several perks, such as parking permits (see below) and library privileges for both campuses.
- The FODARA **website** www.deanza.edu/fodara provides information on and/or links to Board minutes, a calendar of meetings and events, relevant district webpages, the Retiree Gold Card, student scholarship awards, and more.
- The FODARA **email listserv** sends out the newsletter and occasionally alerts members to important issues and time-sensitive information.



New three-year staff parking permits are now available at Foothill and De Anza campus police stations. The permits are free to all permanent employees and retirees. Please bring in your current **Foothill-De Anza staff ID card** or **Retiree Gold Card ID** to get your new parking decal. If you need a new staff or retiree ID card, bring your 8-digit employee ID number to the Foothill College Smart Shop (Room 2016) or the Office of College Life at De Anza College (lower level of the Campus Center). Note the old permits expire on October 15, 2019, and should be replaced before this date. If you have questions, call the police department dispatch center at (650) 949-7313.

In Memoriam

*Jorge Gracia
Carol Josselyn
William (Bill) Lindke
Eleanor (Elly) Smith*

If you know of an FHDA retiree who passed away and is not listed on FODARA's In Memoriam webpage, please email the name to Cindy Castillo (cindycastillo@comcast.net). Tribute articles are welcome—email draft to After-Words editor Linda Lane (lanelinda@fhda.edu).



A Tribute to Jorge

Jorge E. Gracia, retired Spanish instructor at De Anza College, died July 18, 2019. He began his teaching career in 1974 at De Anza's Bilingual Center, part of their extended campus in Sunnyvale. When that program ended, he transferred to the main campus and taught Spanish in the Foreign Language Department until he retired in 2012. He also taught Spanish classes in the Foreign Exchange Program and accompanied students studying abroad. In 2004 he received the Distinguished Educator Award and in his last year the Teacher of the Year Award.

From a young age, Jorge was immersed in the arts and culture. He was an enthusiastic collector of arrowheads, and, while living in Spain for a year, befriended John Fulton, Spain's first American bullfighter. Jorge loved music, studied piano, and enrolled in dance classes, later participating in recitals featuring Ballet Folklorico and Flamenco music. He enjoyed drawing and painting, was an avid reader, and authored historical and genealogical family books as well as several short stories. His friends and colleagues will always remember the warmth, grace, generosity, and laughter he brought into their lives.



A Tribute to Carol

Dr. Carol Josselyn, Speech and Communications instructor at Foothill College, died August 30. Called "Dr. J" by her students, she received degrees from Occidental College, Southern Illinois University, and the University of Washington. Her love of travel led her to spend her junior year in Japan teaching English. During graduate school, she backpacked through Europe, the Middle East, and Asia, and again ended up in Japan, where she researched her doctoral dissertation on Japanese theater; she returned once more to Japan in Foothill's Campus Abroad Program.

Carol taught at the university level—at the University of Puget Sound, Southern Oregon State University, and Cal State University, Los Angeles—but preferred community college because of its emphasis on teaching. At Foothill, she offered a full range of courses, from *Interpersonal Communication* and *Oral Interpretation of Literature* to *Small Group Communication* and *Voice and Diction*. Carol was dedicated to her students, always helping to ensure their educational experience was both enriching and rewarding; to that end, she researched and wrote two textbooks specifically designed for Foothill curriculum, *How to Give an Effective Presentation* and *How to Communicate More Effectively in Groups*. Carol enjoyed being a student, too, so took a sabbatical year in France, studying French language and culture and the troubadours of the Middle Ages; more recently she took an educational tour of the British Isles.

For several years prior to retiring in 2018, Carol taught online from home due to physical limitations and illness. Her colleagues will fondly remember her enthusiasm for life and her courage in dealing with adversity, and we will miss her welcoming smile and joyful laughter.



According to the online District Board minutes, one person will retire in September 2019: **Steven Kitchens, CS Operations**. Apologies if anyone was inadvertently excluded.

We wish all retirees a happy, healthy post-employment life! New and former retirees are encouraged to join and support FODARA by signing up for the listserv (email cindycastillo@comcast.net), by volunteering to serve on the Board or another committee (email pacciorettimike@sbcglobal.net), and by attending the annual parties—see the events calendar and download reservation forms from the FODARA website: <http://www.deanza.edu/fodara/index.html>.



Read any good books lately? Share them with other FODARA retirees by sending the title and a brief description to Cindy Castillo (cindycastillo@comcast.net) to post on the FODARA website's Good Books page!



FODARA Facebook Page

If you'd like to visit/post on our Facebook page, just sign on to your own FB page, use "search" at the top of the screen to type in "fodara foothill-deanza," then tap our name (if the page name doesn't appear, tap "see all"). When our logo below comes up, tap the FB "thumbs up" (like) to get to our page.



Where Are You Now? Email your responses to the following prompts (subject to editing) along with one or more photos to *After-Words* editor Linda Lane (lanelinda@fhda.edu):

- Former FHDA position(s), when and why you retired;
- Thoughts about retirement: advice to those considering retirement or newly retired and 2-3 words that best describe your life as a retiree;
- Where you now live and what you like most about the area, e.g., favorite places to take visitors and to meet up with friends;
- Interests and activities you enjoy; volunteer "work" or pet projects to promote;
- Other information, e.g., URL of personal website/blog.

OR... submit a draft article that would be of interest to other retirees: a recent vacation you enjoyed, an event you've experienced, or a venture you're involved with.

OR... send in photos of you, perhaps with FHDA friends, at a social event or just doing the things you like to do.

FODARA SCHOLARSHIP WINNERS

For 2018-19, FODARA awarded four \$1000 scholarships, two at De Anza and two at Foothill. Below are the winning students' amazing and inspiring essays (edited for privacy and space).

FOOTHILL COLLEGE SCHOLARSHIP WINNERS

Matthew, Major Psychology

Compared to my time in high school, these last quarters at Foothill College have been my best moments; I received three 4.0's and one quarter of a 3.92 GPA, bringing my overall GPA from a 2.62 to 3.63. Last quarter I took 20 units, worked twenty-five hours per week, and was involved in student government, clubs, and other extracurricular activities—and I still completed my UC applications. I'm in a place I never thought I could reach, despite my circumstances. Before starting at Foothill, I struggled in high school, eventually dropping out. Though I received my GED in late 2015, I didn't pursue education thinking I might drop out again. Due to family problems, I spent over a year homeless, sleeping in my car and on friends' couches. When I did enroll in college, thanks to financial aid, scholarships, working twenty-five hours a week, and some good luck, I've been able to secure a room to call my own.

Now, I'm on track to graduate with two Associate Degrees, in psychology and communications. I'm planning to transfer to a UC in the fall. I've also been involved in political activism, working towards the goal of affordable housing in the Bay Area. I know many students who are in need of housing and have made it my goal to help them. Though progress feels slow at time, it is, without a doubt, one of the things I'm most passionate about. I've also begun to involve myself in the world of research in psychology, conducting research and data analysis in my own time and for class, and have submitted a proposal to present at the upcoming Western Psychological Association conference in April. The data I've collected through surveys will also be used to benefit support services on campus, such as EOPS, which has been an integral part of my college success.

Despite the hardships and challenges I've dealt with in my life, I feel ready to pursue an education and even more ready to succeed.

Brook, Major Psychology

"Brandon," the nurse called out. I cringed. It had been four months since anyone called me by that name and it felt foreign, almost painful. I was beyond nervous. My simple breakfast of oatmeal and black coffee betrayed me, turning somersaults inside my knotted stomach as I walked down the hallway towards the exam rooms. But, here I was-- my day of reckoning. It was the day I began my gender transition from male to female.

It was difficult for me to find quality care in my rural community, even in the crux of the modern-day transgender rights movement, even in California, even in 2016. Early on, it became clear that my own challenges navigating the medical and mental health care system pale in comparison to some of the stories and experiences I have heard while working within my community. This world of experiences is where my passion for psychology was born. As a resource coordinator for an LGBT Center, I recall countless stories of folks who were battling addiction, poverty, discrimination, depression, and homelessness. I was hearing many of my own experiences reflected back to me. It was then that a fire towards social justice was lit inside of me, and, for the first time in my 36 years of life, I finally felt like I had found my purpose: one day to be an educator, a researcher, and a clinician who aims at understanding and improving mental health outcomes within my community.

Next month, I celebrate 10 years of continuous sobriety. Pulling myself out of homelessness and addiction is without a doubt one of my most significant accomplishments. But it certainly isn't an obstacle I overcame alone. I have positively been affected by the role of mental health providers at a time when I needed them, so it has always been my goal to bring my experience full circle. This is the driving force behind choosing psychology as my field of study.

When I look at my academic record, I don't see perfection. What I do see, however, is someone who has worked hard to excel in lower division courses, pursuing the field that she has found a passion for. I see someone with a clear path and an internal drive to succeed. I see someone who I am proud to know --me. When I step onto a four-year college campus next fall, I won't be right out of high school, uncertain what to do with myself, like I would have been 20 years ago. I will be joining the student body as a strong and confident 39-year old woman who knows exactly who she is and where she wants her educational career to lead. I am driven, and I bring with me the passion and resilience to not give up until I achieve my goals. I will admit there was a time where I viewed my non-traditional status as a liability, and sometimes self-doubt still creeps up in the back of my mind: "You're almost forty and trying to get a degree. You think you can make a difference?" But, I haven't let that voice stop me because I know that we all have different paths to get to where we are going, and I know my purpose is to be part of a positive change.

I'm an excellent candidate for a scholarship because I am prepared and focused. I've continued to improve in my life not just academically, but also personally. I am a dedicated, well-rounded

DE ANZA COLLEGE SCHOLARSHIP WINNERS

Lin, Major Accounting

Achieving one's dream is never easy. I come from a low-income family in China. Because my father was laid off and my mother has a disability, I could not afford college tuition. But attaining a higher education has always been my dream. Now that I have immigrated to the U.S., I have an opportunity to chase my dream. My parents are proud of me because I will be the first and only person in our family to attain a higher education.

At first in the U.S., it was difficult to fully understand what people were saying, so I only had an idea of how to respond in Chinese. I knew if I couldn't overcome the language obstacle, I could not survive. So, during my first two quarters at De Anza, I enrolled in three English classes for non-native speakers. I attended my professor's office hours to discuss materials I didn't understand in class, and I signed up for tutoring. I took every chance I could to speak and write in English. Learning and practicing a little every time, added together, turned into major progress within those first two quarters. Now an acclimated English speaker and De Anza college student, I see how I can realize my dream of being an accountant with a CPA credential. I plan to transfer to the University of Texas-Austin to attain a bachelor's degree in accounting. I will finish all transfer-required classes at De Anza by Spring 2019. In preparation for this career, I will participate as an IRS volunteer, helping to file tax returns for low-income families. I will practice my knowledge and skills and contribute to my community. In addition, I am applying for a summer internship in public accounting firms, which will provide me with hands-on experience in a corporate accounting setting.

With the financial support from this scholarship, I will be able to focus on the classes I take and put more effort into learning, which will help me to finish the coursework successfully, establishing a solid foundation of accounting knowledge for my future career. My dream of attaining a higher education is not easy to attain, but giving up is not an option. Once I achieve my career goals, I will pay forward this opportunity to other immigrants to the U.S. who have similar struggles as I had.

Roya, Major Computer Science

I was fourteen when my family moved to the U.S. from Iran. Not only did we struggle financially but also emotionally after my father abandoned us. I felt desolate, dejected, and depressed. The silent streets and private homes of San Jose felt daunting; they were far from what I was accustomed to in my hometown of Mashhad: neighborly conversation, bustling nightlife, and constant interactions with friends. This newfound isolation from the sights, sounds, and smells of Iran made it difficult to call my new country, home.

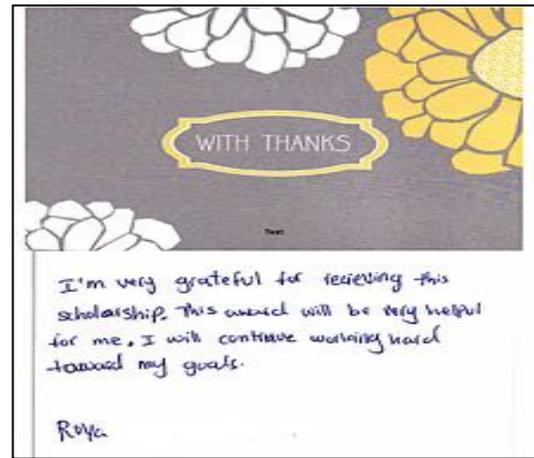
I experienced the same despondency in my new high school. I was confused and insecure in English class. The world I once knew—of Farsi poetry, stories, and conversation—no longer existed. Add to that a language barrier. Upon arrival, I couldn't speak a word of English. However,

my English teacher, Ms. Mendoza, provided a nurturing environment, and began to break out of my shell. Her words provided not only inspiration, but also comfort and wisdom. I spoke up more. I was doing better in all my classes and finally made new friends. For once, I felt like I belonged.

My struggles of immigration have made me more resilient and open to challenges. I now speak and write in English with abandon, and when I make mistakes, I never give up. I dig to the crux of my problems and learn how to avoid future errors. I haven't always made the best decisions, but I can say that I am growing from each and every experience.

I took a self-assessment class at De Anza College to guide me in the right direction. I constantly reminded myself that as a child, I loved solving puzzles and logic problems, and while my peers attempted to deter me from pursuing a career in a quantitative field, this class confirmed my initial passions. I enrolled in a programming class and loved it. I became a teaching assistant for my introductory programming class. While computer science is a predominantly male-dominated field, I didn't let it intimidate me. I took on the challenge and my love for computer science grew. After taking a few introductory courses, I helped establish a computer science club for women and advocated for academic support to better serve underrepresented communities in computer science. I felt empowered, as a woman of color in STEM, to not only help those who were struggling with courses, but also to inspire a passion for problem-solving in other students on campus.

Now, at the end of my community college career, I have taken six computer science courses, which have built up my skills to a significant degree. My role as both a teaching assistant and a representative of women in computer science has best prepared me for a future in some of the most rigorous computer science programs.



It's Due Time!

Every year, FODARA asks you for a \$10 “dues” donation to support our organization. This donation is voluntary, as is any contribution to student scholarships. This year, FODARA is again committed to fund \$4000 for the four student scholarships awarded in the spring, two for Foothill and two for De Anza.

For the 2018-19 school year, FODARA collected dues from only 70 members and about \$1,800 in scholarship donations, even though over 950 retirees have signed up for the FODARA listserv and receive *After-Words*. FODARA makes no money on special events, such as the upcoming Pizza Party; all events are priced to break even. FODARA is staffed by non-paid volunteers who organize those special events, represent us at benefits meetings, put together and distribute this newsletter, run and attend board meetings, and so on.

Any dues or scholarship donations received now through June 2020 will be recorded for the 2019-2020 school year. If you plan to attend a social event, you can save a stamp and include your dues on the registration form (published in the newsletter and available to download on the FODARA website). However, if you wish to pay separately, your treasurer will be happy to receive them; please make all checks out to **FODARA** and mail to Ed Burling, FODARA, 17700 Bruce Ave. Monte Sereno, CA 95030

—Ed Burling
The Money Guy

More June Picnic Photos: Thanks to All Who Joined Us!



August BBQ & Baseball Recap (continued from p.1)

to Turkey Mikes BBQ, where we ordered and then consumed too much food before heading to our reserved seats behind home plate to enjoy the Churros vs. Modesto Nuts baseball game. Game time temperature was a comfortable 82 degrees and the first pitch was at 5:03 pm. The Churros were hoping to improve on their record to qualify as the second place team in the Northern Division of the Cal League for the upcoming playoffs. As it turned out, every time the Nuts scored in the 2nd, 3rd and 4th innings, the Churros would come up short in the bottom of each inning. In the 5th, 6th, and 8th innings—as the Nuts kept adding more runs—the Churros were shut out, making the final recap 10 runs, 13 hits and 3 errors for Modesto and 3 runs, 3 hits and 0 errors for San Jose.

San Jose lost the game, so failed to improve their playoff chance, but our group enjoyed the food, socialization, and in-game promotions of Gigante, the Churros mascot, dancing, the Toilet Paper Toss, Beer batter striking out (for ½ price beer/apple juice), Golf Chip shot (no winner) and children racing Gigante around the bases. Though there were several last minute reasons for our smallest group attendance since we started this annual event a few years ago, please make an effort to attend the annual events like the pizza gathering, holiday luncheon, wine tasting, annual picnic, etc.



—Bill Lewis



SAN JOSE CHURROS	
	54-63 STARTING PITCHER: RHP JOSE MARTE (3-5, 4.82)
MODESTO NUTS	
	53-65 STARTING PITCHER: LHP IAN MCKINNEY (10-5, 2.97)
TODAY AT EXCITE BALLPARK...	
	SAN JOSE Churros
UPCOMING PROMOTIONS	
	HISPANIC HERITAGE NIGHT TODAY
	PLUSH DOLL GIVEAWAY TODAY



FODARA PIZZA "THING"

What: Pizza, Pizza!
Cost: \$12.00 for pizza, salad, bread, soft drinks (wine/beer extra)
When: Thursday, October 24, 3:00 – 5:00 pm
Where: Tony and Alba's Pizza & Pasta (408.246.4605)
 3137 Stevens Creek Blvd, San Jose
 (northwest corner of Stevens Creek and Winchester,
 next to BevMo and close to Santana Row)

 RESERVATION FORM: **Please mail by October 19 or earlier**

Please reserve _____ total places for the Pizza Thing.

Your Name _____

Guest Name(s) _____

Your Email/Phone: _____

Please indicate dollar amounts below:

_____ Pizza Thing cost per person (\$ 12)

_____ FODARA voluntary membership dues (\$ 10)

_____ FODARA Scholarship Fund

TOTAL AMOUNT ENCLOSED: \$ _____ Make check payable to "FODARA"

Mail check and form to Ed Burling, FODARA
 17700 Bruce Ave.
 Monte Sereno, CA 95030

If you miss the deadline, email Ed (edburling@gmail.com)

FODARA

Foothill-De Anza Retirees Association

Foothill-De Anza Community College District

12345 El Monte Road, Los Altos Hills, CA 94022